

KENTUCKY -- 2001 Real Choice Systems Change Grant

Identified Problems with the States' Long-Term Care System

- Funding bias towards programs and medical models that are highly regulated and costly.
- Lack of consumer choice for specific services and lack of easily accessible information about services and how to apply for them.
- Lack of funding for transition programs and limited housing options to allow individuals to live in community-integrated settings.
- Lack of consumer and family participation in quality monitoring.
- Inadequate numbers of appropriately trained direct care workers.
- Lack of communication among local public housing agencies, service providers, and advocates about the housing needs of people with disabilities. Lack of funding and flexibility in delivering services to all persons with disabilities as well as their families.

Perceived Strengths

During the 2000 General Assembly, the biennial budget for the Supports for Community Living (SCL) program was increased by \$50 million (\$16 million in FY 01 and \$34 million in FY 02) as a response to the need for community services for persons with developmental disabilities and mental retardation, and their families.

Primary Focus of Grant Activities

- Develop a system to assure the quality of services and satisfaction with services which includes consumers and their families as key participants.
- Increase timely access to affordable community housing options.
- Increase the stock of new affordable and accessible housing options.
- Develop a competent and dedicated workforce.

Goals, Objectives, and Activities

Overall Goal. Effective and enduring improvements in community long-term support systems for children and adults of any age who have a disability or long-term illness through increased quality and consumer satisfaction with services, increased choice and affordability of community housing, and improved stability and quality of services to consumer and their families by a competent and dedicated workforce.

Goal I. Improve the quality and outcomes of services for persons with disabilities and long-term illnesses through citizen involvement in monitoring and advocacy.

Objectives/Activities

- Assess current monitoring process in the Supports for Community Living waiver and develop mechanisms to ensure consumer and family participation in this process.
- Recruit and train consumers and family members to participate in all aspects of the states' Core Indicators Project.
- Recruit volunteer personal advocates for 50 participants served by the Supports for Community Living waiver program.
- Evaluate the impact of consumer and family involvement in the monitoring process on consumer satisfaction and quality of services and supports.
- Evaluate the impact of having a personal citizen advocate on consumer satisfaction and community inclusion.
- Coordinate and translate the lessons learned for use across disability and age groups.

Goal II. Remove barriers to obtaining community housing in Kentucky's housing and service system for individuals leaving institutions or who are at risk of institutionalization.

Goal II-A. To increase an individual's ability to make an informed choice about where he or she will live.

Objectives/Activities

- Develop a variety of educational materials (e.g., video, brochure, presentations) that describe available housing, residential or other long-term care options.
- Develop protocols to be used in long-term care facilities, which focus on individual housing preferences, and increase the level of awareness about available options among residents, staff, and family members.

Goal II-B. Increase timely access to existing affordable community housing options.

Objectives/Activities

- Through partnerships with state and local housing agencies, develop sources of flexible rental assistance that can be targeted to individuals with disabilities who are leaving institutions or are at risk of institutionalization.
- Develop flexible source of wraparound funding that can assist in securing new housing or stabilizing existing housing.
- Develop a "toolkit" for use by regional and local housing and service agencies that promotes "best practices" for assisting individuals with disabilities around housing issues.
- Identify sources of transitional case management services that can assist in securing community housing.

Goal II-C. Increase the stock of new, affordable, and accessible housing options.

Goal II-D. Conduct a comprehensive evaluation of the Housing Options component.

Objectives/Activities

- Through partnerships with state and local housing agencies, insure that new housing is fully accessible and incorporates universal design principles.
- Through partnerships with state and local housing agencies, develop affordable, alternative, less restrictive housing options.
- Through partnerships with state and local housing agencies, develop a flexible source of funds and a user-friendly application process for housing modifications to improve accessibility.
- Develop the staff capacity to provide technical assistance on a regional or statewide basis to individuals, families, staff, and agencies around the development of affordable, accessible housing.

Goal III. Develop educational solutions to deal with the challenges of recruiting, educating, and retaining an adequate and effective workforce.

Goal III-A. Develop a competent, dedicated, and adequate workforce.

Goal III-B. Develop recommendations for the establishment of competency-based wage incentives and policies for use by provider and funding agencies.

Objectives/Activities

- Develop consensus on pre-service and in-service training requirements utilizing a broad base of perspectives.
- Determine the needed competencies and functional skills for personnel who fulfill specific functions and develop curricula corresponding to needed competencies.
- Design a credit-bearing pre-service and in-service training systems linked to the credentialing system through the conversion of training hours into post-secondary credit hours that lead to a certificate, diploma, or degree.
- Develop an infrastructure within the Kentucky Community and Technical College System, utilizing the Kentucky Virtual University to deliver the training.
- Market the professional development opportunities for use in recruitment and retention of qualified workers and develop strategies for competency-based wage incentives.

Key Activities and Products

- Review the current monitoring process and develop a model for family and consumer participation in monitoring.
- Recruit and train self-advocates and family members to be members of two-person interview teams to assist with Core Indicators Project (monitoring project).
- Recruit volunteer personal advocates for 50 participants served by the Supports for Community Living waiver program in Louisville and surrounding counties.
- Develop outcome measures to evaluate the impact of involvement of family and consumer members, and develop lessons learned on consumer monitoring for

potential replication for other disability groups.

- Develop a toolkit that promotes best practices for assisting individuals with disabilities deal with housing issues.
- Develop and implement two pilot projects in Louisville/Jefferson County and Murray/Paducah that focus on transitioning people with disabilities from institutions.
- Develop recommended pre-service and in-service training requirements and develop job profiles with needed competencies and functional skills.
- Design a credit-bearing pre-service and in-service training system linked to credit hours and use Kentucky Community and Technical College System to deliver training.
- Develop and market professional development opportunities and develop strategies for competency-based wage incentives.

Consumer Partners and Consumer Involvement in Planning Activities

- Broad-based consumer input across disability contingencies was sought and utilized in the development of several strategic plans and this proposal. Consumers had been participating in a number of planning processes before the submission of the Real Choice grant. These planning processes included: the Commission on Services and Supports for Persons with Mental Retardation and other Developmental Disabilities-House Bill 144; the Kentucky Commission on Services & Supports for Individuals with Mental Illness, Alcohol and Other Drug Abuse Disorders, and Dual Diagnoses-House Bill 843; the Quality Long-Term Care Task Force; and the Olmstead State Planning Committee. Recommendations from each of these groups were used as the foundation for planning this grant.
- Prior to the grant submission, a meeting was held to which all consumer members of the existing Olmstead State Plan Committee were invited. The preliminary draft of the program plan for the grant (including goals and objectives) was shared with individuals attending the meeting. Comments were solicited and the narrative was revised to reflect the feedback received.

Consumer Partners and Consumer Involvement in Implementation Activities

- The Consumer Steering Committee will provide direction, guidance, and leadership to the project by attending quarterly meetings and overseeing accomplishment of the grant's goals and objectives. All consumer and family members who have participated on the Olmstead State Planning Committee were invited to be members of the Consumer Steering Committee for this project.
- Consumers and family members will participate in interviews as part of the CIP project (Goal II).
- A 15-member consortium comprising consumers, providers, educational institutions, and public agencies will work together on workforce development issues (Goal III).

Public Partners

- The Cabinet for Health Services (Public Health, Mental Health and Mental Retardation, Medicaid).
- Cabinet for Workforce Development.
- Opportunities for Family Leadership (OFL), DMHMRS.
- Kentucky Housing Corporation (finance and public housing).
- The Kentucky Community and Technical College System (Goal III).
- Kentucky Virtual University (Goal III).

Private Partners and Subcontractors

Subcontractors

- Center for Accessible Living (Goal II).
- Center for Universal Design, North Carolina State University (Goal II).
- Council on Mental Retardation (Goal I).
- ARC of Kentucky (Goal I).
- Interdisciplinary Human Development Institute (IHDI), University of Kentucky (Goal I).
- The Training and Resource Center, Eastern Kentucky University (Goal III).
- Technical Assistance Collaborative, Inc. (Goal II).

Private Partners

- State long-term care associations (e.g., family care home operators), regional area development districts, regional mental health and mental retardation boards, independent living centers, local community action agencies, and independent living centers (Goal II).
- Selected community-based service providers (Goal III).

Public and Private Partnership Development/Involvement in the Planning Phase

Public Partners

- Two staff from the Department for Mental Health and Mental Retardation Services (Division of Mental Health and Division of Mental Retardation) and one staff person from the Office on Aging Services attended the original grant orientation meeting on the Real Choices grant in Washington, D.C. in May 2001. Upon returning from this meeting, several organizational meetings were held with other departmental staff (Department for Medicaid Services, Office on Aging Services, Commission for Children with Special Health Care Needs, Secretary's Office, Office of Inspector General). All representatives at these meetings reviewed the draft application prior to submission.
- The Cabinet for Workforce Development participated in planning for the workforce initiative within the Real Choices grant. Kentucky Housing Corporation also participated in the design and review of the housing initiative. Other public agencies

participating in planning for this grant included: Eastern Kentucky University, Kentucky Community and Technical College System, and the Protection and Advocacy Division.

Private Partners

Several private service and advocacy agencies participated in the organizational meetings related to the grant. These included a Center for Independent Living, several private mental retardation providers, and numerous disability specific state advocacy organizations (many of which are the subcontractors listed above).

Public and Private Partnership Development/Involvement in Implementation

Public Partners

- A Cabinet Support Team will be formed composed of representatives from all the Cabinet Departments and Offices to provide inter-agency collaboration and information.
- Opportunities for Family Leadership (OFL), within DMHMRS, will assist in building a strong foundation for family and consumer leadership. OFL will recruit consumers and family members to serve on three workgroups (Goal I).
- The Kentucky Housing Corporation (KHC) will provide technical assistance in the areas of home modification, housing project development, and access to other housing resources (Goal II).
- A representative from the Workforce Development Cabinet will serve on the workforce consortium (Goal III).
- The Training and Resource Center (EKU) will coordinate the workforce development consortium (Goal III).
- The Kentucky Community and Technical College System will institute a training program for direct care workers in conjunction with the Kentucky Virtual University.

Private Partners/Subcontractors

- The Arc of Kentucky and the Council on Mental Retardation will work together to train and recruit consumers, family members, and volunteer personal advocates to participate in ongoing waivers and projects (Goal I).
- Partnerships will be developed among state long-term care associations (e.g., family care home operators), regional area development districts, regional mental health and mental retardation boards, independent living centers, local community action agencies, and independent living centers to remove housing barriers for people with disabilities (Goal II).
- Center for Accessible Living will provide technical assistance in the areas of home modification, housing project development, and access to other housing resources. The Center will also manage a wrap-around fund and will work with individuals with disabilities who want to transition from an institution into the community (Goal II).
- The Technical Assistance Collaborative will provide consultation on project design

and implementation to develop specific work products (e.g., a toolkit) as well as provide on-site consultation on a periodic basis (Goal II).

- The Center for Universal Design (CUD) at NC State University will provide technical assistance regarding the development of performance measures for the universal design principles as developed by CUD and implemented by this project (Goal II).

Oversight/Advisory Committee

The Cabinet Support Team will administer project activities and coordinate with the various Departments and the Consumer Steering Committee. The Consumer Steering Committee will provide direction, guidance, and leadership to the project by attending quarterly meetings and overseeing accomplishment of the grant's goals and objectives.

Formative Learning and Evaluation Activities

- Opportunities for Family Leadership staff and the Consumer Steering Committee will monitor the goals and timelines of the grant. Each activity has built-in feedback mechanisms to ascertain whether efforts are producing the results intended.
- The Housing Option component will be evaluated by the Technical Assistance Collaborative, Inc. (TAC), tracking client-level and system-level outcomes, monitoring performance indicators related to overall project objectives, and conducting a qualitative process evaluation to examine program barriers encountered.
- The Consortium will report progress and barriers to the Consumer Steering Committee. The Project Director and Adjunct Faculty Coordinator will also monitor the completion of the objectives in the proposal. The evaluation will include an assessment of the number of students enrolled in the curriculum as a result of the grant effort and their subsequent job performance in the community, and a review of the established curricula by adjunct faculty and consumers.

Evidence of Enduring Change/Sustainability

- Improved quality, consumer satisfaction and the effectiveness of monitoring activities through the inclusion of consumers and family members in the development, implementation, and evaluation of all aspects of monitoring. Increased level of meaningful choice about where to live.
- Increased access to subsidized housing and other integrated housing options in the community and improved access by housing and service agencies to technical assistance and current information about affordable housing resources and development. Increased access to resources for home modifications.
- Increased supports and services that individuals with disabilities and their families need through availability of an institutionalized mechanism for recruiting and training direct care workers through educational institutions.

Geographic Focus

Urban and rural Kentucky.

